


**WAGE DETERMINATION NO: 94-2061 REV (18) AREA: CA,SAN JOSE**

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

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WASHINGTON D.C. 20210

Director

Wage Determinations

Wage Determination No.: **1994-2061** William W.

Date Of Last Revision: 06/07/2002

State: California

Area: California Counties of Santa Clara, Santa Cruz

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.33
Accounting Clerk II	12.39
Accounting Clerk III	15.07
Accounting Clerk IV	17.04
Court Reporter	16.68
Dispatcher, Motor Vehicle	16.67
Document Preparation Clerk	13.62
Duplicating Machine Operator	13.20
Film/Tape Librarian	12.73
General Clerk I	11.00
General Clerk II	12.35
General Clerk III	14.25
General Clerk IV	16.57
Housing Referral Assistant	19.05
Key Entry Operator I	11.72
Key Entry Operator II	14.15
Messenger (Courier)	11.22
Order Clerk I	12.67
Order Clerk II	13.84
Personnel Assistant (Employment) I	11.46
Personnel Assistant (Employment) II	12.86
Personnel Assistant (Employment) III	14.84
Personnel Assistant (Employment) IV	17.26
Production Control Clerk	18.80
Rental Clerk	13.30
Scheduler, Maintenance	13.30
Secretary I	13.30
Secretary II	16.68
Secretary III	19.05
Secretary IV	21.58
Secretary V	25.59
Service Order Dispatcher	13.30
Stenographer I	11.84
Stenographer II	13.30
Supply Technician	21.68
Survey Worker (Interviewer)	13.18

Switchboard Operator-Receptionist	12.09
Test Examiner	16.68
Test Proctor	16.68
Travel Clerk I	11.75
Travel Clerk II	12.79
Travel Clerk III	13.80
Word Processor I	13.22
Word Processor II	14.85
Word Processor III	17.03
Automatic Data Processing Occupations	
Computer Data Librarian	13.98
Computer Operator I	13.16
Computer Operator II	14.77
Computer Operator III	17.46
Computer Operator IV	19.65
Computer Operator V	21.80
Computer Programmer I (1)	17.01
Computer Programmer II (1)	21.05
Computer Programmer III (1)	25.76
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.20
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.16
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.44
Automotive Glass Installer	16.88
Automotive Worker	19.41
Electrician, Automotive	20.32
Mobile Equipment Servicer	17.66
Motor Equipment Metal Mechanic	21.21
Motor Equipment Metal Worker	19.41
Motor Vehicle Mechanic	21.21
Motor Vehicle Mechanic Helper	16.73
Motor Vehicle Upholstery Worker	18.55
Motor Vehicle Wrecker	19.41
Painter, Automotive	20.32
Radiator Repair Specialist	19.41
Tire Repairer	14.84
Transmission Repair Specialist	21.21
Food Preparation and Service Occupations	
Baker	11.95
Cook I	13.37
Cook II	13.40
Dishwasher	8.93
Food Service Worker	10.27
Meat Cutter	14.74
Waiter/Waitress	9.68
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.37
Furniture Handler	13.25
Furniture Refinisher	18.37
Furniture Refinisher Helper	15.13
Furniture Repairer, Minor	16.77
Upholsterer	18.37
General Services and Support Occupations	
Cleaner, Vehicles	8.33
Elevator Operator	10.27
Gardener	13.41
House Keeping Aid I	8.57

House Keeping Aid II	9.34
Janitor	10.27
Laborer, Grounds Maintenance	11.13
Maid or Houseman	9.43
Pest Controller	14.09
Refuse Collector	10.27
Tractor Operator	12.72
Window Cleaner	11.13
Health Occupations	
Dental Assistant	14.91
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.96
Licensed Practical Nurse I	11.87
Licensed Practical Nurse II	13.32
Licensed Practical Nurse III	14.91
Medical Assistant	13.32
Medical Laboratory Technician	13.32
Medical Record Clerk	12.11
Medical Record Technician	16.29
Nursing Assistant I	9.27
Nursing Assistant II	10.42
Nursing Assistant III	11.38
Nursing Assistant IV	12.77
Pharmacy Technician	14.96
Phlebotomist	13.32
Registered Nurse I	18.46
Registered Nurse II	22.57
Registered Nurse II, Specialist	22.57
Registered Nurse III	27.31
Registered Nurse III, Anesthetist	27.31
Registered Nurse IV	32.74
Information and Arts Occupations	
Audiovisual Librarian	17.99
Exhibits Specialist I	18.79
Exhibits Specialist II	20.43
Exhibits Specialist III	24.97
Illustrator I	21.68
Illustrator II	23.58
Illustrator III	28.84
Librarian	25.59
Library Technician	15.71
Photographer I	14.65
Photographer II	17.54
Photographer III	19.08
Photographer IV	23.33
Photographer V	28.23
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.06
Counter Attendant	8.06
Dry Cleaner	10.78
Finisher, Flatwork, Machine	8.06
Presser, Hand	8.06
Presser, Machine, Drycleaning	8.06
Presser, Machine, Shirts	8.06
Presser, Machine, Wearing Apparel, Laundry	8.06
Sewing Machine Operator	11.75
Tailor	12.72
Washer, Machine	9.05
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.64
Tool and Die Maker	24.25

Material Handling and Packing Occupations	
Forklift Operator	13.93
Fuel Distribution System Operator	15.98
Material Coordinator	16.73
Material Expediter	16.73
Material Handling Laborer	12.69
Order Filler	13.23
Production Line Worker (Food Processing)	13.51
Shipping Packer	13.09
Shipping/Receiving Clerk	13.09
Stock Clerk (Shelf Stocker; Store Worker II)	13.09
Store Worker I	11.33
Tools and Parts Attendant	14.12
Warehouse Specialist	15.32
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	22.58
Aircraft Mechanic Helper	17.11
Aircraft Quality Control Inspector	23.24
Aircraft Servicer	18.96
Aircraft Worker	19.84
Appliance Mechanic	20.21
Bicycle Repairer	15.44
Cable Splicer	21.10
Carpenter, Maintenance	21.13
Carpet Layer	19.31
Electrician, Maintenance	24.26
Electronics Technician, Maintenance I	14.60
Electronics Technician, Maintenance II	20.55
Electronics Technician, Maintenance III	25.27
Fabric Worker	18.45
Fire Alarm System Mechanic	21.10
Fire Extinguisher Repairer	17.56
Fuel Distribution System Mechanic	20.66
General Maintenance Worker	13.72
Heating, Refrigeration and Air Conditioning Mechanic	22.64
Heavy Equipment Mechanic	20.77
Heavy Equipment Operator	20.32
Instrument Mechanic	21.10
Laborer	10.26
Locksmith	20.21
Machinery Maintenance Mechanic	19.70
Machinist, Maintenance	20.67
Maintenance Trades Helper	15.13
Millwright	20.18
Office Appliance Repairer	20.21
Painter, Aircraft	18.37
Painter, Maintenance	18.37
Pipefitter, Maintenance	24.26
Plumber, Maintenance	23.23
Pneudraulic Systems Mechanic	21.10
Rigger	19.18
Scale Mechanic	19.31
Sheet-Metal Worker, Maintenance	23.29
Small Engine Mechanic	17.55
Telecommunication Mechanic I	20.76
Telecommunication Mechanic II	23.18
Telephone Lineman	22.11
Welder, Combination, Maintenance	19.18
Well Driller	21.10
Woodcraft Worker	21.10

Woodworker	15.98
Miscellaneous Occupations	
Animal Caretaker	10.13
Carnival Equipment Operator	11.46
Carnival Equipment Repairer	12.09
Carnival Worker	9.26
Cashier	6.74
Desk Clerk	7.59
Embalmer	20.47
Lifeguard	6.75
Mortician	20.47
Park Attendant (Aide)	8.50
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.75
Recreation Specialist	10.51
Recycling Worker	12.71
Sales Clerk	6.75
School Crossing Guard (Crosswalk Attendant)	8.49
Sport Official	6.75
Survey Party Chief (Chief of Party)	13.41
Surveying Aide	6.74
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.50
Swimming Pool Operator	12.68
Vending Machine Attendant	10.93
Vending Machine Repairer	12.68
Vending Machine Repairer Helper	10.93
Personal Needs Occupations	
Child Care Attendant	7.59
Child Care Center Clerk	9.46
Chore Aid	8.96
Homemaker	9.90
Plant and System Operation Occupations	
Boiler Tender	23.99
Sewage Plant Operator	23.09
Stationary Engineer	23.99
Ventilation Equipment Tender	16.43
Water Treatment Plant Operator	21.22
Protective Service Occupations	
Alarm Monitor	11.07
Corrections Officer	25.44
Court Security Officer	27.41
Detention Officer	25.44
Firefighter	24.81
Guard I	9.85
Guard II	11.14
Police Officer	31.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.65
Hatch Tender	15.65
Line Handler	15.65
Stevedore I	13.60
Stevedore II	14.88
Technical Occupations	
Air Traffic Control Specialist, Center (2)	30.92
Air Traffic Control Specialist, Station (2)	21.33
Air Traffic Control Specialist, Terminal (2)	23.48
Archeological Technician I	12.15
Archeological Technician II	13.59
Archeological Technician III	16.84
Cartographic Technician	18.52
Civil Engineering Technician	18.52

Computer Based Training (CBT) Specialist/ Instructor	23.56
Drafter I	15.00
Drafter II	16.84
Drafter III	20.17
Drafter IV	21.94
Engineering Technician I	13.68
Engineering Technician II	17.13
Engineering Technician III	19.90
Engineering Technician IV	23.43
Engineering Technician V	27.69
Engineering Technician VI	32.47
Environmental Technician	18.95
Flight Simulator/Instructor (Pilot)	26.05
Graphic Artist	24.20
Instructor	21.04
Laboratory Technician	18.11
Mathematical Technician	21.94
Paralegal/Legal Assistant I	17.49
Paralegal/Legal Assistant II	19.83
Paralegal/Legal Assistant III	24.17
Paralegal/Legal Assistant IV	29.32
Photooptics Technician	18.63
Technical Writer	28.82
Unexploded (UXO) Safety Escort	19.65
Unexploded (UXO) Sweep Personnel	19.65
Unexploded Ordnance (UXO) Technician I	19.65
Unexploded Ordnance (UXO) Technician II	23.78
Unexploded Ordnance (UXO) Technician III	28.50
Weather Observer, Combined Upper Air and Surface Programs (3)	19.35
Weather Observer, Senior (3)	21.48
Weather Observer, Upper Air (3)	19.35
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.74
Parking and Lot Attendant	7.59
Shuttle Bus Driver	10.22
Taxi Driver	8.79
Truckdriver, Heavy Truck	18.33
Truckdriver, Light Truck	10.08
Truckdriver, Medium Truck	10.59
Truckdriver, Tractor-Trailer	18.33

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

**3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)} Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(s) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(s) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees

involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

